

21 October 1977

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AGENCY RETIREMENT POLICY

1. The purpose of this notice is to:

- Announce a change in the Agency's retirement policy for employees under the Civil Service Retirement System, and,
- Announce that, because of that change, participants in the CIA Retirement and Disability System will be given an opportunity to make a new election between the two retirement systems.

2. Beginning in 1960, Agency employees covered by the Civil Service Retirement System (CSRS) were required to retire at age 60 or as soon thereafter as they became eligible for an immediate annuity. This policy was changed in 1974 to require retirement at age 65 but encouraging employees under CSRS to arrange their affairs so that they could retire at age 60.

3. On 7 October 1977, the Agency's Executive Advisory Group (EAG) reviewed the policy for retirement under the CSRS and recommended that the mandatory retirement age for Agency employees under the Civil Service system be the age specified by current law for that System--presently age 70. The recommendation was approved by the Acting Deputy Director on the same date.

4. A mandatory retirement age is set by law for participants in CIARDS at age 60 for GS-17's and below, and age 65 for GS-18's and above. Also by law, a participant in CIARDS who has completed 60 months of qualifying service must, on the 15th anniversary of Agency service, make an election to remain in CIARDS or to revert to the Civil Service System.

5. When making the decision in regard to the mandatory retirement age for Agency employees under Civil Service, the EAG noted that when those employees under CIARDS exercised their election (referred to above), they made it in relation to the age policy (60, later 65) for Civil Service as the alternative element in the election. The EAG recognized that the decision of 7 October 1977 established a completely different alternative. Consequently, the EAG also recommended that participants in CIARDS who had already made their election to remain in CIARDS should be permitted a new election between the alternatives of CIARDS with the statutory mandatory age(s) cited above and the CSRS with a mandatory retirement age as specified by current law. The Acting Deputy Director approved this recommendation. The new election will be irrevocable.

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PERSONNEL

6. Employees under the CSRS need take no action. Those participants in CIARDS who have made an earlier 15-year election are required to do so again, either to reaffirm their intention to remain in CIARDS or to revert to the CSRS. In order that such participants may make a fully informed choice, each of them will be provided a statement of the advantages and disadvantages for each of the two systems. This information will be sent to each such participant in the forthcoming weeks; they need take no action on their own now. As other participants approach their 15th anniversary and the time they must make an election, they will be provided the same information.

7. Employees under both systems will continue to be given a retirement planning letter at age 55. Such letter is an integral part of the Agency's long-range program of retirement planning services. For participants under CIARDS, the letter will specify the mandatory retirement age. For employees under CSRS, the letter will be advice on the benefits of long-range planning for eventual retirement.

8. Any employee desiring further information on the matters covered in this notice should contact a retirement counselor on extension

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

MICHAEL J. MALANICK
Acting Deputy Director
for
Administration

DISTRIBUTION: ALL EMPLOYEES